# **Human Rights Division 2010 Activities Report**

The Human Rights Division of the Department of Human Rights and Equal Economic Opportunity (HREEO) is primarily responsible for investigating complaints of discrimination. In addition to investigating discrimination complaints, Human Rights Specialists perform outreach to the community and interest groups, receive training to expand their skills, and are responsible for special projects assigned by the Director or the Mayor's office.

## INVESTIGATIONS

Investigations are a core function of the Human Rights Division.

### 2010 Case Status:

- 91 New Cases Opened
- 96 Cases Closed\*

### 2010 Case Outcomes:

- Total Settlement Amount: \$175,783.02
- 8 Probable Cause (8.3%): \$39,000
- 12 PDSAs\*\* (12.5%): \$136,783.02^
- 71 No Probable Cause (74%)
- 1 Administratively Closed (1%)
- 4 Other\*\*\* (4.2%)

## <u>Case Investigation Time: 248 Days</u> Calculated from date case is assigned to date of case summary. Sec. 183.20(e) requires a final administrative disposition within 365 days of receipt of charge.

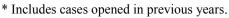
Human Rights Specialists conduct intakes to assist the Complainant in filing a charge of discrimination.

### **Charges Include:**

The Area of Discrimination including:

- Employment,
- Public Accommodations,
- Public Services.
- Education, and
- Real property.

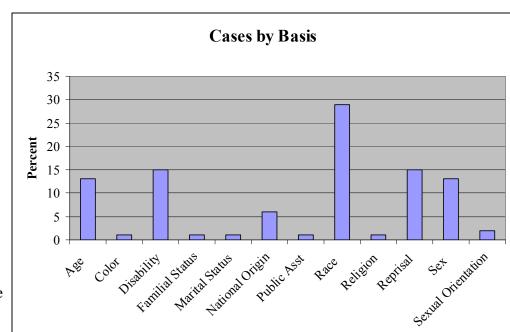
The Basis for Discrimination consisting of one or more of the thirteen protected classes listed in Chapter 183 of the Saint Paul Legislative Code.

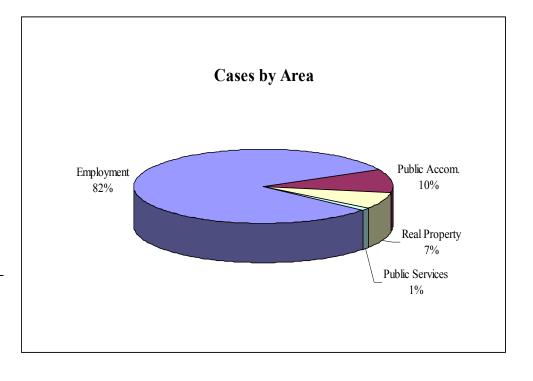


<sup>\*\*</sup> Pre-Determination Settlement Agreements

1 Referred.

^ Includes \$60,000 settlement amount to settle the case and a related matter.





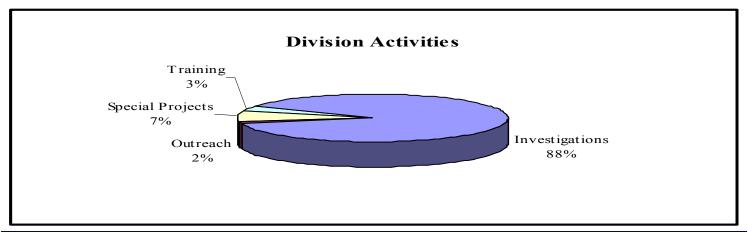
<sup>\*\*\* 2</sup> Withdrawn, 1 Lacked Jurisdiction,

# **SPECIAL PROJECTS**

At the request of the Director or Mayor's Office, Human Rights Specialists have worked on the following projects and/or served in the following areas:

- FBI Civil Rights Advisory Group
- **Data Practices Research and Instruction**
- **HUD Liaison re: Substantial Equivalence Agreement**
- **Submissions to HREEO's Quarterly Newsletter**
- **ADA Coordinator to coordinate Title II Compliance**
- 2010 and 2011 Black History Month Committee
- **Developed Outreach Information for Access Press**
- **HREEO Commission Retreat**
- Mayor's Advisory Committee for People with Disabilities
- 2009 & 2010 Human Rights Division Case Activity Reports
- Database Proposal to Project Management & Development

- Human Resources Liaison Committee
- Responding to Data Practice Requests
- Green Sheets and Desk Audit
- Press Release Policy
- Wellness Committee
- Minority Economic Data
- Accommodations Coordinator
- Translations for LEP Information
- Research for Racial Justice CLE
- HREEO Website Committee
- Eight HREEO Commission Meetings
- **Human Rights Discussion with International Humphrey Institute Fellows**



## **OUTREACH**

In 2010, the Human Rights Division increased the visibility of the Department and informed the Community about its rights through the following outreach efforts:

- Resource Table at MN Human Rights Day Conference
- Under Construction Summer Youth Program
- Workers' Rights Week at the Mexican Consulate
- Ward One Beach Party
- Rondo Days
- Presentation at Diversity Career Fair
- Brochures for Community Action Partnership
- Presentation to Human Services Networking Meeting
  Disability Rights Outreach Info. in AccessPress
- Martin Luther King, Jr. Day Celebrations
- "You and the Police Your Rights" Cards

- **Invest in Saint Paul Community Events**
- **Immigrant Community Round Table**
- Hallie Q. Brown Family Fun Day
- **African Economic Development Solutions**
- **AccessPress Interview and Article**
- **Brochures for SMRLS Anti-Racism Event**
- Now Listed in the MN Latino Directory
- **Electronic Complaint Submission Form**
- **Transportation Accessibility Advisory Cmte.**

# **TRAINING**

Human Rights Specialists have attended the following trainings to improve their skills and knowledge:

- Conferences: Americans with Disabilities Act Amendments Act, MN Human Rights Day, and Investigating and Prosecuting Hate Crimes, National FEPA-EEOC Legal Updates for Managers
- Trainings: CURA Housing Discrimination Report, ECHO Immigration Matters Panel Discussion, Equal Employment Opportunity Webinar Series, Investigating Sexual Harassment Claims, EEOC Training, GovDelivery Training, Accommodation Coordinator Training